



2016 CMPD Training Academy Annual Report

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CMPD Mission Statement

The Charlotte-Mecklenburg Police Department will build problem-solving partnerships with our citizens to prevent the next crime and enhance the quality of life throughout our community, always treating people with fairness and respect

We Value:

- *Partnerships*
 - *Open Communication*
 - *Problem Solving*
 - *People*
 - *Our Employees*
 - *Integrity*
 - *Courtesy*
 - *The Constitution of North Carolina*
 - *The Constitution of the United States*
-
-

Areas of Focus:

- *Crime Fighting*
- *Community Engagement*
- *Professional Development*



The CMPD Training Academy abides by an honor system in all aspects of our training. From the recruit on their first day with the department to the officer getting ready to retire, the honor system by which we value never changes.

CMPD Training Academy Honor System

The cornerstone of the CMPD training academy is the honor system. The system is an expression of trust in students and in their willingness to uphold the ideals of the academy.

The system is founded upon the support, the mature judgment, and the personal integrity of each student.

Academic integrity is founded upon and encompasses the following five values: honesty, trust, fairness, respect, and responsibility. First responsibility for academic integrity lies with individual students. A violation of academic integrity is an act harmful to all other students, staff, and ultimately the department.

CMPD Training Academy Staff

Major Mike Campagna

Captain Rob Dance

Lieutenant Sean Mitchell

Recruit Training Staff

Sergeant Ray Williams
Officer Wayne Embrey
Officer Luke Dyer
Officer Katie Anderson

In-Service Training Staff

Sergeant Amy Stukey
Officer Dave Conn
Officer Brent Simpson
Officer Gabe Chickoree
Officer Billy Etter
Officer Tommie Horton
Officer Shaun Ward
Officer Tim Purdy
Anna Pharr

Firearms Training Staff

Sergeant Mike Graue
Officer Kip White
Officer Zach Herman
Officer Carrie Blee

CMPD Recruitment Team

Captain Demetria Faulkner-Welch

Lieutenant Gene Lim

Sergeant *vacant*

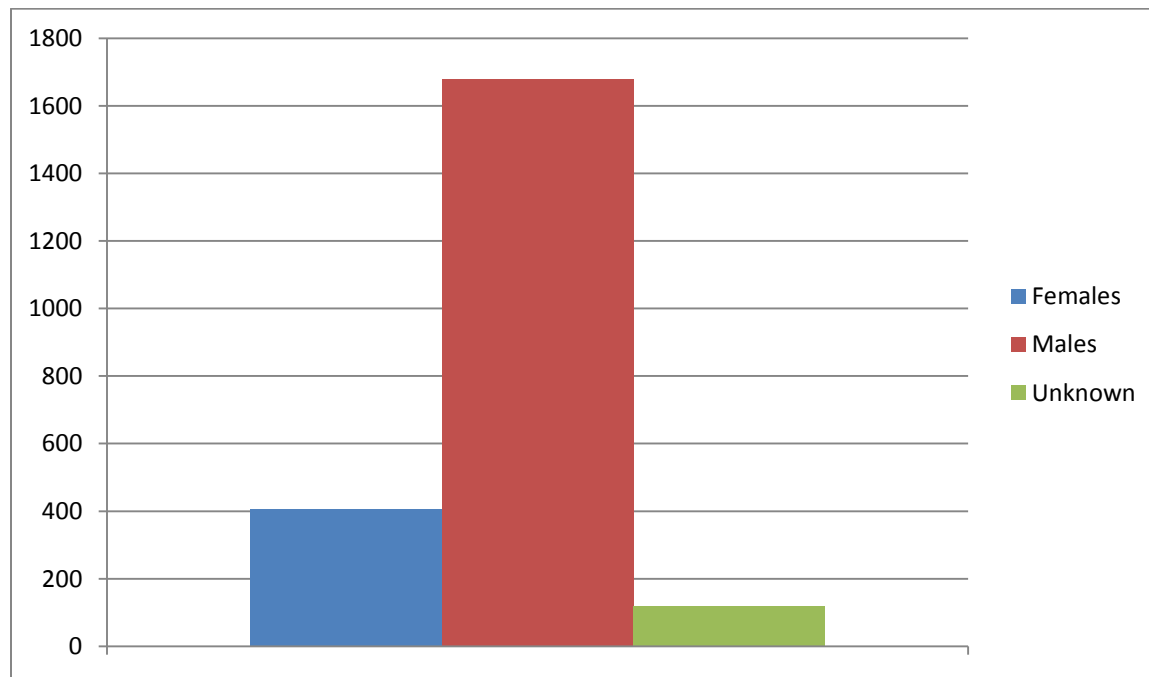
Recruitment Staff

Michael Barrett-Carter
Kamesha Bridges
Tricia Edwards
Kristina Frazita
Chris Walters

Gretchen Giles-Kornberg
Mahroo Grant
Hai Le
Kyle Parnell
Debra Simpson

The Recruitment Division processed approximately 2202 applications from January 1, 2016 thru December 31, 2016. We have an open application process quarterly for new police trainees and monthly for lateral transfer employees.

Total Applicants that Applied:

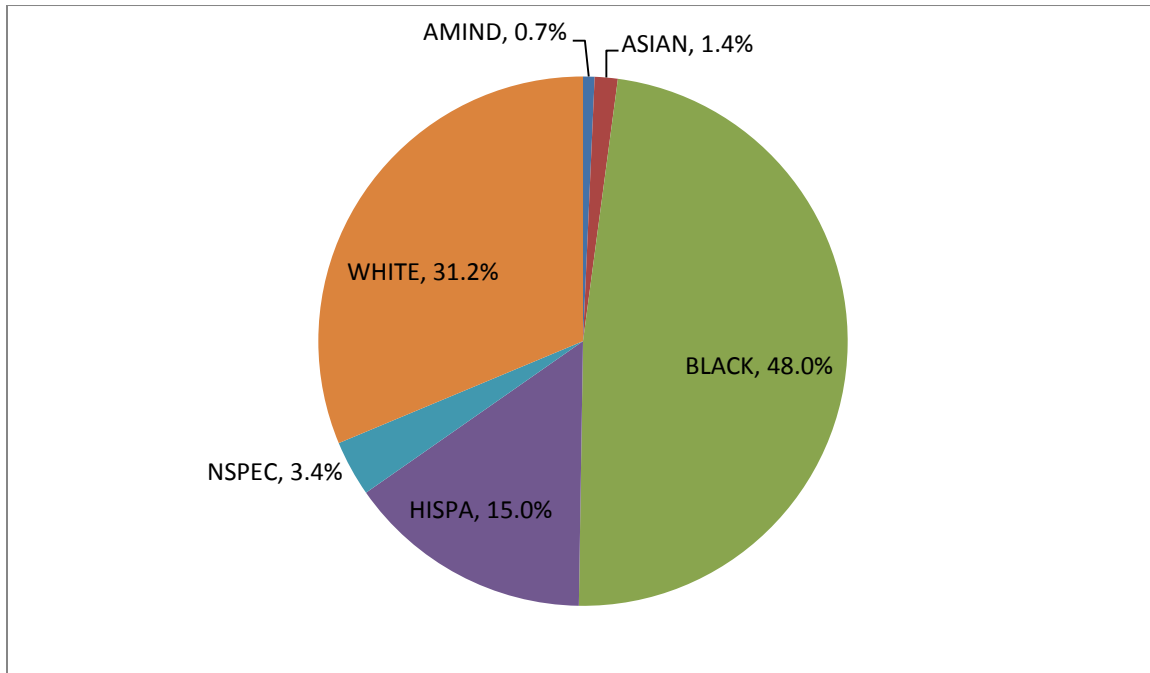


Female Total	406
Male Total	1678
Unknown Total	118

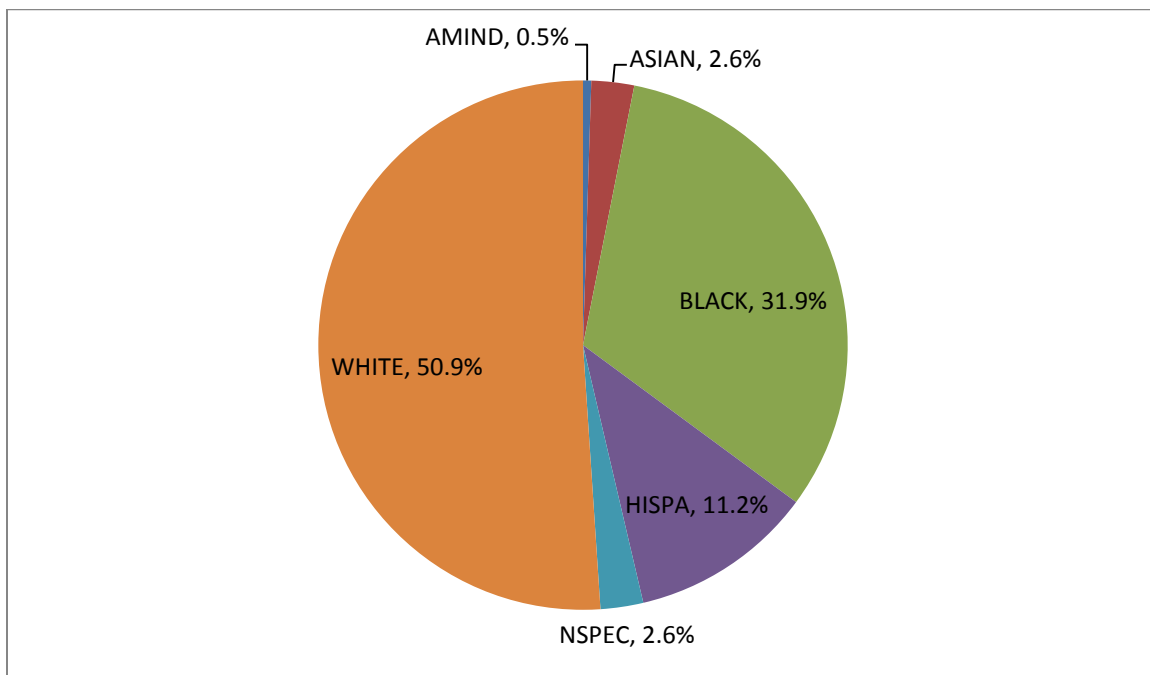
Application Process

The hiring process starts with a City application, followed by a supplemental questionnaire to screen applicants for automatic disqualifications. The applicants are then invited in for written test and a physical fitness assessment. If the applicants successfully pass testing they complete a psychological screening exam, submit a full application and are assigned a background investigator. While a background investigation is taking place, the applicant is brought in for an interview, a polygraph exam, and additional psychological testing. Finally, each applicant participates in a ride a long, a chain of command interview and a medical evaluation. If the applicant successfully passes all phases of the process, their names are sent to The Civil Service Board and assigned to an academy class. This process can take 4-6 months.

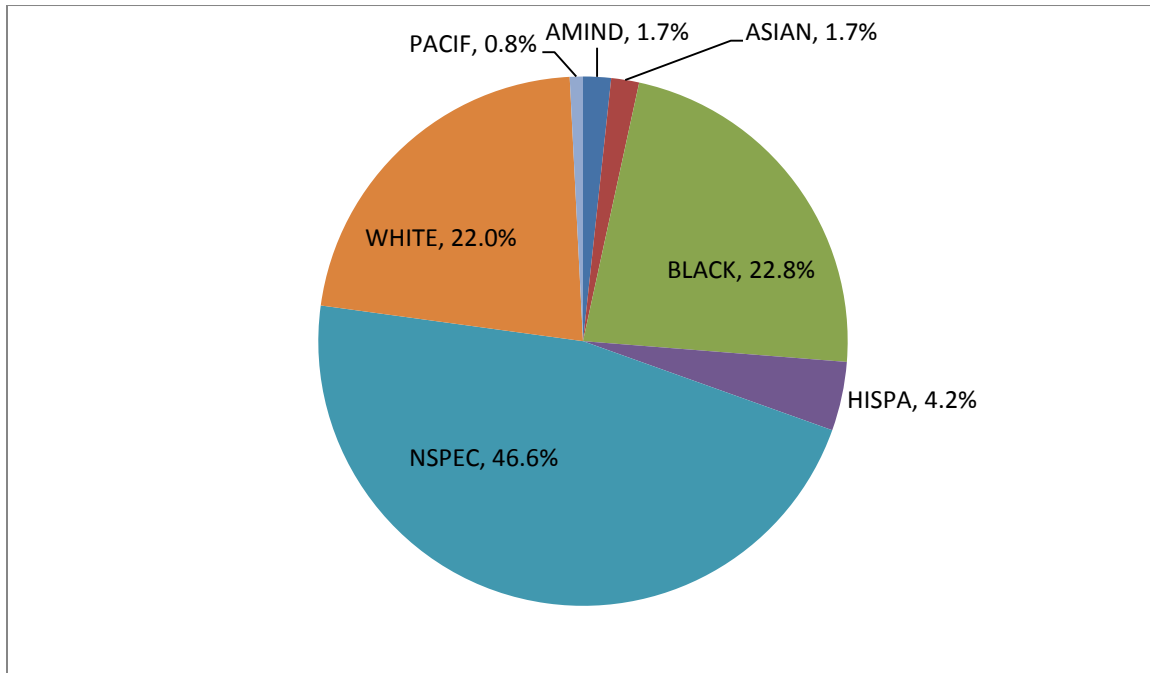
406 Female Applicants:



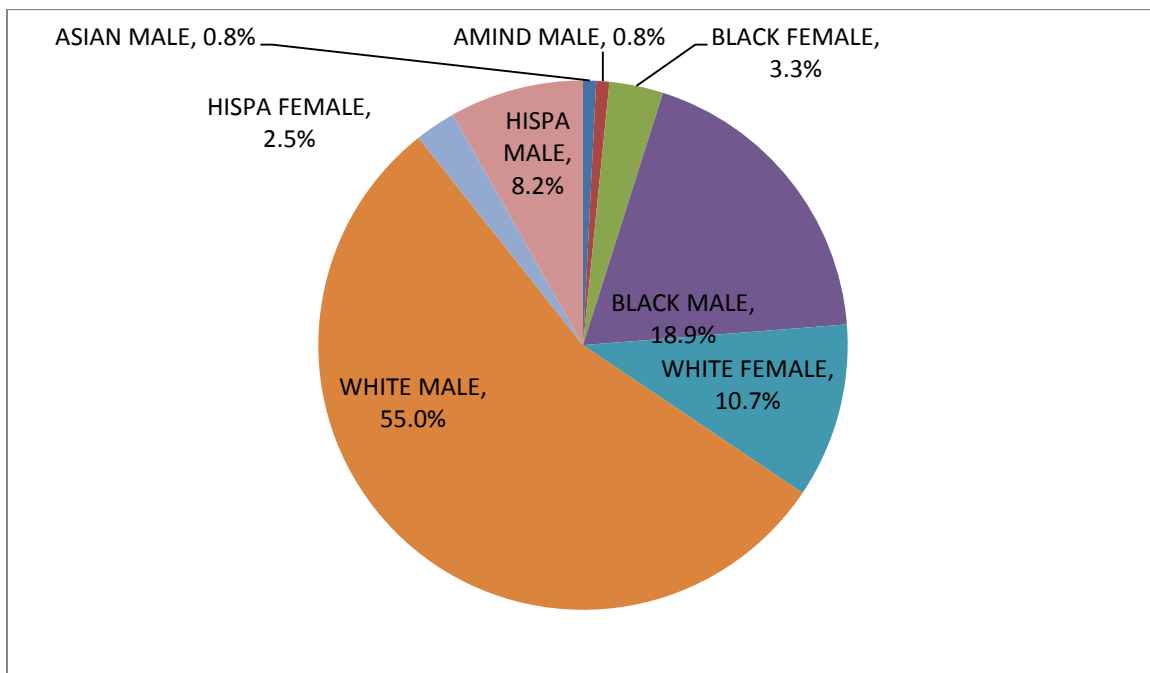
1678 Male Applicants:



118 Applicants not passing initial screening:



123 Applicants Hired:



Recruit Training Unit



MISSION STATEMENT

The mission of the Recruit Training Unit is to train recruits in accordance with the standards as set by the North Carolina Criminal Justice and Training Standards Commission and the Charlotte-Mecklenburg Police Department.

Overview

Basic Law Enforcement Training (BLET) is a mandated curriculum by the NCDOJ Training & Justice Standards. All law enforcement officers in North Carolina are required to complete 616 hours (35 topics) of training and pass a 300 question comprehensive examination to be eligible for certification.

The recruit training staff is committed to providing and delivering required Basic Law Enforcement Training (BLET) that will prepare recruits for their introduction into the field of law enforcement.

In 2016 the Charlotte Mecklenburg Police Department Training Academy Recruit Training Unit graduated 3 Basic Law Enforcement Training classes; 172nd, 173rd and 174th, and began a fourth, 175th, BLET class that will graduate in 2017. 173 recruits began BLET with 107 recruits being sworn in as CMPD officers.



CMPD Recruit Class stands at attention as an instructor enters the room to begin the day's lesson.

The State of North Carolina requires that BLET students complete a total 616 hours for graduation. The state allows for agencies or BLET program directors to add additional course hours to the program as they see fit. CMPD has added an additional 70 hours to select blocks of instruction including firearms, driving, arrest techniques and physical fitness to ensure recruits grasp important concepts.

In addition to the state mandated BLET topic areas, CMPD mandates an additional 285 hours of training making the Police Academy a total of 971.5 hours. The additional 285 hours cover topics including, diversity training, mental health, The Community Enrichment Program, and many others.

CMPD Recruit Class learns about State Requirements and expectations of the program.



Lateral Entry Program

The Recruit Training Unit is also responsible for lateral officer training. In 2016, eight in-state and nine out-of-state lateral officers were hired by CMPD. These officers came from Washington DC, Maryland, Tennessee, Virginia, and Florida as well as various departments in North Carolina. The lateral entry program consists of a four week accelerated academy that delivers information specific to CMPD to all officers currently certified in North Carolina. All out of state officers are required to take the State Exam following their attendance in a variety of topics including law, firearms, defensive tactics, etc.



In-Service Training Unit

The goal of the In-Service Training unit is to deliver effective, meaningful training that will help professionally develop officers and provide the required training mandated by the North Carolina Criminal Justice and Standards Commission. We always strive to make our training interesting, relevant, and provide the opportunity for growth.

The In-Service unit has two primary goals. First, the unit is responsible to develop and deliver the state mandated in-service training to all of our 1850 officers. The second goal of the in-service staff is to facilitate and deliver professional development training to our employees that encourage professional development and sharpen the skills of our officers.

The state of North Carolina sets guidelines for our mandatory in service training. All law enforcement agencies across the state are required to complete twenty four (24) hours of in-service training. Of the twenty four hours, sixteen hours (16) are required training which included the following topics: Legal update, Juvenile Minority Sensitivity Training-The Color of Justice, Human Trafficking Awareness, and NC Firearms Laws: Citizens and Guns and Firearms Training. The remaining eight credit hours (8) the state of NC gives the department a choice of what training to deliver. The department can choose to deliver a course prepared by the Criminal

Justice Education & Training Standards Commission or choose to develop their own training based on what the department feels is important or needed for its officers.



*CMPD Officers participating in 2016
Mandatory In-Service Training*

For our topics of choice this year we took the opportunity to offer one state course, NC Intelligence Update, and to continue our Tactical series which is now in its 8th session that included an O.C. and baton update. These three courses were counted for state credit. The Tactical 8 class and the OC/Baton update were combined into one day to minimize the effect of officers being away from patrol and maximize the effective training we delivered. Again, like the other state mandated training, all 1850 sworn officers received this training.



The In-Service staff developed and offered four different career paths for officers that had a desire to move within our agency. The courses are specifically geared towards building skills useful in current assignments as well as help prepare for future positions. The four different career paths are:

- **Supervisors Career Path**
- **Vice Career Track**
- **Criminal Investigations Career Path**
- **Special Operations Career Track**

The first of the four career tracks to roll out was the Supervisor's Career Path. This track encompasses four courses over the span of the track. In 2016, a very talented group of sergeants, lieutenants and civilian supervisors were chosen to lead these courses and develop the course content. The first course in the series, SCP 101, has been successfully delivered to 192 employees. This course focuses on basic leadership, decision making, coaching and mentoring. The Special Operations career track was also a huge success this year. This career track began with Special Ops 101 which is an introduction course in SWAT, K9, Bomb, and Aviation. This course was offered two times over the course of the year and we had 100 students take the introductory course. We continued the series with Special Operations 102. In this path the officer selects one of the four career tracks and begins to learn specialized skills to prepare them for future opportunities. In addition to sworn employees attending the courses, we had several dispatchers attend to increase their knowledge of how these specialized units operate to better serve them on critical incident scenes.

This year the In-Service training staff identified a need for two basic courses that our employees were lacking prior to having the opportunity to go to an advanced investigations school, which we were offering in partnership with CPCC. The investigative (detective) career track was expanded to offer six courses in the series. All six courses were offered 2 times in 2016. We were able to serve 100 officers who took these courses over the course of this year.

This year the training academy had the unique opportunity to bring back retired Sgt Rick Sanders who graciously agreed to come out of retirement to once again share his talents and unique knowledge of interviewing and investigations. Sgt Sanders developed and offered "the Cognitive Interviewer" course several times over the course of the year. Approximately 100 officers took this course and the reviews of Sgt Sander's class were glowing! Several of the detectives who took the class commented that it was the best investigative/interview class they have ever taken!

The fourth career track introduced this year was the Vice career path. The path was designed for officers who had a strong desire and ambition to steer their career to vice investigations. This

career track is a series of three courses covering basic search warrants, informants, and undercover operations.

De-Escalation Training

All sworn CMPD Officers attended de-escalation training in 2016. Lt. Chickoree and Dr. David Englert, the department's staff psychologist, reviewed techniques designed to de-escalate dangerous and potentially deadly situations. Officers learned the importance of using time, communication, listening skills, and assessing other options to ensure a positive outcome to situations officers face.

Mental Health Training

Throughout the year, all sworn personnel have been tasked with attending Mental Health First Aid. Taught by Mental Health America of Central Carolinas, the clinicians brought mental health training to officers in an effort to better understand and serve our citizens suffering from mental health issues. Currently we have had approximately 1400 officers attend this training with the entire department slated to complete the training by the end of the year. In addition, CMPD has approximately 400 officers certified in Crisis Intervention Training.

The 40-hour Crisis Intervention Team training goes into much more detail and brings attendees face to face with consumers, or those with a mental health or substance use issue. CIT Certified officers are trained to intervene, using their new tools to deescalate crisis situations involving this population and then in partnership with community providers divert individuals into treatment services. It is important to note that CIT is more than just training.

CIT is considered collaboration between the community, law enforcement and the public health care system. These partnerships improve safety in the community and divert those in crisis from the criminal justice system to treatment and services which we hope will lead to recovery. To aid in program effectiveness, communications personnel have been attending an abbreviated version of CIT training so they are knowledgeable of the program. The public and health care providers may call 911 and specifically request a CIT officer to respond to their call; dispatchers may recognize the need for a CIT officer and dispatch them to a call; or, CIT officers may hear a call dispatched that could benefit from a CIT response and add themselves to a call.

As more officers get CIT certified; as the community's knowledge of the program increases; and, as the CIT program becomes part of the culture here at CMPD, we will see an increase in the likelihood of positive outcomes for the police department, recipients, and the community. Simultaneously, the Mental Health First Aid class ensures that all CMPD officers will possess a basic level of mental health awareness training.

Cultural Competency and Proficiency Training

In August of 2016, the second group of Sergeants, Lieutenants, and civilian leaders in the organization were selected by their peers to begin a year-long class on Cultural Competency. The group of up and coming organization leaders meet once a month on Fridays for a year to learn about themselves, each other and how to be culturally proficient both personally and professionally.

Late in 2016, our Cultural Proficiency education classes kicked off. Hosted by Jennifer Davis, this is a unique opportunity for both sworn and civilian employees to learn about themselves, learn about each other, different cultures and how all of it affects our work and the way we view the world. We have offered three sessions of this training to date and graduated 116 officers. Additional dates are in the planning stages for 2017.

2016 Firearms Training Unit

The CMPD Firearms Training Unit is a critical component of the academy and of the department as a whole. The Firearms Training Unit is responsible for both in-service training as well as all recruit firearms training. In 2016, the range staff added the additional responsibility of training selected officers from each division on our new patrol rifles. Each year our range assists other area agencies with providing range space and time to train. When the staff isn't busy with recruits, in-service, or other agencies, our range staff hosts numerous community groups and our Citizen's Academy, all wanting to learn more about police firearms training.

2016 In-service Firearms Training

1850 Officers completed Night Qualification and Night Combat Training:

Qualification was the standard BLET course of fire as mandated by the State. In 2016 the State added a combat firearms portion requirement for all Criminal Justice entities. The combat course of fire for CMPD focuses on the practical application of skills.

Skills Covered in Night Combat:

- Threat Identification
- Flashlight techniques

1850 Officers completed Day Qualification/Shotgun Qualification and a Day Combat Course of Fire:

Skills Covered in Day Combat:

- Threat Identification

- Shooting on the move at a moving target
- Effective use of cover and movement to different points of cover while dealing with a moving target

Tactical Training 8 (1850 Officers Completed training at the range in conjunction with Academy Staff in the Defensive Tactics Room)

The Firearms Training Unit implemented a demonstration video that focused on getting out of the seatbelt from a patrol vehicle in an ambush situation. Effective use of cover while stationary, engaging a moving target and shooting on the move with “innocent” or non-threat targets intermingled between threat targets. Since the combat portion of the day course of fire, we noticed officers were unsure if they were effectively hitting the target and it was difficult to tell from a safe distance as a Firearms Instructor. Due to this fact, we employed the use of frangible ammunition and steel targets. This allowed officers to realize where they needed to slow their rate of fire and gave them a report on how accurate they were shooting.



CMPD Officers participating in Tactical Training 8 and demonstrating proficiency in ambush and live fire exercises.

Skills Covered during Tact 8 Training:

- Removal of seatbelt while exiting the vehicle
- Moving from a seated position in a vehicle and using the vehicle effectively for cover
- Communication between officers under stress
- Shooting through a “window” where rounds can safely be discharged
- Threat identification
- Shooting at stationary steel targets while the officer is moving
- Shooting from a stationary cover position at a moving target

Crime Reduction Unit Training

In an on-going effort to support officers from various units throughout the department, the in-service staff and the range staff facilitate the specialized training of the Crime Reduction Unit. The CRU units are specialized units in each patrol division that are tasked with a variety of assignments depending on the needs of that particular patrol division. These assignments could range from directed patrols, investigation of drug complaints, fugitive apprehension, and assisting investigative units, like vice, with apprehension efforts. Due to the various needs of each CRU unit the training must encompass many different skill sets.



CMPD Crime Reduction Officers participating in additional firearms training.

During 2016, each CRU unit trained one day a month with half the divisions CRU units training on one day and the other half on a different day. The core skills that were covered each month were firearms (training with an emphasis on threat recognition/decision making), dynamic structure clears, and vehicle apprehension techniques. In addition to those core skills these units also received training in interview and interrogation, subject control tactics, and driver's training.

In total these units received approximately (100) hours of additional training above what is required for most CMPD patrol officers..

Leadership Reaction Course (High Ropes)

In January 2016 the Charlotte-Mecklenburg Police Department designed, developed and constructed an 80' long, 60' wide and 40' tall, multi-level High Ropes Course with 13 obstacles that range from moderate to advanced levels of difficulty. This course was designed to aid in the ability to create a fun learning environment for all skill levels.

In March of 2016 it was properly named the Leadership Reaction Course by a committee of 12 certified instructors. This course allows the training team to develop and test the students' abilities in three key components: Team Building, Tactical Communication, and Problem Solving.

Since the commission and certification of the Leadership Reaction Course, we have had over 400 participants to include Police Recruits, District Teams, Special Bureaus, Girl Scouts, Boy Scouts, community leaders, and several civic groups that have had the opportunity to experience the Leadership Reaction Course.

In 2017 The Course will also serve as a key component in the inaugural CMPD Command College as a Leadership Challenge element.



Citizens' Academy

The Charlotte-Mecklenburg Police Department (CMPD) and Training Academy is pleased to provide citizens of our community an opportunity to come into the department and begin to learn and understand the history, functions, and operations of our department and how those services impact the community.

Through a series of lectures, simulated activities, practical sessions, and tours citizens are given the opportunity to learn firsthand about police operations. The Citizens Academy program helps CMPD build community relationships and creates a cadre of citizens that are better informed about police work and our services to the community.

Many of the lecture workshops offered are classified as Community Education Workshops. Citizens are invited to participate in as many of the Community Education Workshops as they desire based on their interest and availability.

The practical sessions offered are only for citizens who have applied for and have been accepted as Citizens Academy participants. In order to graduate from the Citizens Academy a participant must complete the workshops listed in the Citizens' Academy program guide within a two-year time period.

Classes are held twice a year in the spring (March - June) and again in the fall (September-December). Most sessions are held on Tuesday evenings from 6:30 p.m. – 9:30 p.m. at the Police Training Academy which is located on Shopton Road. The academy is 16 weeks long and a total of 48 hours.

In 2016, CMPD successfully completed the spring 2016 academy session with approximately 35 community members as participants and the fall 2016 academy session with approximately 47 participants.



Our Citizens' Academy topics:

- Schedule, Objectives, & Rules for Program
- Review of Program Guidebook
- CMPD Mission, Organization, & History
- Police Officer Recruitment, Selection, & Training Process
- Constitutional Law, Laws of Arrest, & Search and Seizure
- Internal Affairs & Use of Force
- Crime Prevention & Use of Crime Analysis
- Traffic Enforcement (Classroom)
- Traffic Stops (Practical)
- Resource & Activity Day
- Police Driving (Practical)
- Firearms (Practical)

- Police Records, Crime Reporting, & 911 Communications
- Crime Scene Search, Property Control, & Crime Lab
- Defensive Tactics
- Criminal Investigations & Gangs
- Program and Workshop Evaluation

New in 2017

CMPD Transparency Workshops

Communities across our nation have found that police departments work best when they work for the community, when they know the community, and when the community knows them.

The CMPD Transparency Workshops offer us the opportunity to begin improving the partnerships needed to better serve you and the community at large. The topics that we have selected for these workshops are the ones that drive the most questions during community meetings, rallies, and other conversations with citizens.

Our Transparency Workshops are 3-day events that give community members an inside understanding of CMPD's processes, services, and operations. The mission of CMPD Transparency Workshop is to work towards strengthening community relationships, increasing the community understanding of police work, as well as equipping citizens to provide productive and meaningful input into how their police department functions. We believe that we can accomplish those three goals by providing participants with instruction about our policies, procedures and practices, and letting them experience the perspective of a police officer during interactive exercises.

The workshop will be led by knowledgeable CMPD officers whose passion is to convey ideas, information, and increase awareness of the police department's mission while listening and getting input from our community.

In the first couple of weeks of 2017, 65 people have already signed up to attend a workshop.